



casting directors association

a: 1st Floor, 59 Charlotte Street, London, W1T 4PE e: info@castingdirectorsassociation.com w: castingdirectorsassociation.com

CDA AGM 2016

Date:	Tuesday 10th May, 2016
Attendees:	Jody Furlong, Andrea Clark, Francesca Green, Emma Ashton, Brendan McNamara, Mark Summers, Claire Toemao, Shakyra Dowling, Greg Kyle, Amanda Tabak, Tree Petts, Kate Evans, Lou Clouter. Paul De Frietas
Apologies:	Claire Catterson, Anna Kennedy, Sue Odell, Hannah Simons, Lou Smernicki, Hannah Birkett, Heather March, Suzy Korel, Emily Tilleli, Camilla Arthur
Minute taker:	Tidza Karup

	Agenda	Comments/queries/actions
1	Apologies and members voting by proxy	TP (Tree Petts) suggests that everyone voted in as previous year and next year someone else takes the mantle.
2	Voting in the board	<p>Chairperson : Tree Petts Treasurer : Kate Evans Vice Chair & Membership: Shakyra Dowling Administrator / Website: Lou Clouter Publicity & PR: Amanda Tabak Advice & Support: Greg Kyle</p> <p>Result: all voted in.</p> <p>Question re Advice & Support role: LC (Lou Clouter) explains Advice & Support role is to help her respond to any requests through the website.</p>
3	Legal Matters	<u>Equality Act 2010</u> : TP and SD (Shakyra Dowling) told by Tim Gale at Equity that some casting directors are not adhering to Equality Act 2010. Casting directors are not allowed to request specific ethnicity/colour when casting, but must ask for "all ethnicities". Attendees acknowledge this is a waste of time.



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<p>3.1 Equality Act 2010/legal advice:</p>	<p>TP and SD have spoken to entertainment lawyer who has provided a document outlining what CD's can and can't say. TP requested that this doc not shown to anyone who is not a CDA member. CD's are only allowed to request specific ethnicity/colour if it's an occupational requirement. Example used in document mentions that a black guy can be requested for playing Othello, but issue is more of a grey zone for commercials. TP and SD suggested to lawyer that requesting actors of other ethnicity/colour is positive action and beneficial to minority actors, however lawyer wanted further payment to answer that question.</p>
<p>3.2 Foreign commercials and equality</p>	<p>Lawyer has provided links with useful information. FG (Francesca Green) flags that many of the links do not work. Action: TP will look into this.</p> <p>TP mentions that IPA is also getting legal advice. TP suggests CDs request a blanket statement from producers/IPA that outlines "this brief is within the law" so that CD's are not legally viable.</p> <p>PdF (Paul de Frietas) inquires how that would work for foreign commercials. Foreign clients do not understand that UK CD's are not allowed to ask for specific ethnicities. JF (Jody Furlong) points out that often foreign clients go to UK CD's for the diversity we have here. TP suggests CDA shows Equity that we are trying and that we're careful.</p> <p>BM (Brendan McNamara) suggests that CD's give as much information about character when casting, i.e. "this character was born in Japan and speaks Japanese". However TP suggests that is not helpful when looking for UK BAME actors.</p>



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	3.3 Indemnity insurance	<p>FG suggests getting an indemnity insurance so that CD's are not legally responsible. TP asks if GK can look into this.</p> <p>Action: BM (Brendan McNamara) will speak to his neighbour who is insurance lawyer about indemnity.</p>
	3.4 Political spots:	<p>FG raises issue of casting for political spots. A casting brief she published on Spotlight and Casting Networks was leaked to Daily Mail. Spotlight apologised, whereas Casting Networks wanted proof that it was leaked through them before looking into matter. BM (Brendan McNamara) has had similar issue with political spot being leaked to press. BM cautions that CD's have to be very careful when doing political spots as it's a different kettle of fish and that the press looks out for these things.</p>
	Age requirements:	<p>Can Spotlight date stamp photos? Some actors have very old photos on there. Can a 10 year maximum range be required for actors ages? (Question later raised with Spotlight - see Agenda point 9). FG mentions she inquired about actors age to co-op. Wasn't told the age, but did not audition the actor and the Co-op complained to Equity.</p> <p>Action: Raise in seminar w Tim Gale.</p>
		<p>BM: CD's should be careful about forwarding casting forms. TP thinks IPA should take this with Equity. General rule is: only ask for age after actor is shortlisted. LC mentions CD's can ask for scan of passport after shortlisting.</p>
4	Equity Diversity seminar with Tim Gale	<p>TP announces that Tim Gale will do a seminar for CDA on Equality law and that members bring these points to him.</p> <p>SD requests that as many CDA members as possible attend the seminar so that CDA comes across as a strong and positive group.</p>



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5	Finance	<p>KE (Kate Evans) breakdown of costs: Legal: £1200 Website set up: £2,075 Website maintenance: £454 File FX for press release: £500 Minutes takers -freelancers: £285 General: £25 (board meeting refreshments) Action point: KE will email out accounts to anyone who requests a copy.</p> <hr/> <p>Joining fee invoices are sent out according to when members joined, hence potential delay. For members who have received invoice, please pay.</p> <hr/> <p>SD inquiry: Can we look into money for indemnity and awards? Action: KE to look at next year's budget</p> <hr/> <p>Standing order: PDF (Paul De Freitas) suggests membership costs are done through standing order, potentially over 2 payments. Action: KE will email all members to get general consensus for how to do standing order payments.</p>
6	Website Lou Clouter to talk about SEO and how we can all help/benefit, plus CDA website resources and how to best use them	<p>LC announces that basic setup has been completed. Members area: contains lots of resources about Equity agreements, children's working hours, guide to rough print cost, etc. You can't look at that without membership, so check it out. If there's anything members want on there, let LC know and she will share.</p> <hr/> <p>Planning a list of non-UK based casting directors: LC putting list together so you can check it when collaborating with foreign CDs. Send suggestions to LC.</p> <hr/> <p>Plans for an assistants register where CV's and feedback is shared</p>



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		<p>We will have a news page with a twitter live feed. Something that makes us more colourful and gives us personality. Action: GK (Greg Kyle) will check what happens at Cannes Lions this year and tweet.</p> <p>Action for all members: Please link to CDA on your own website. So just add "[your name] is a member of [hyperlink to CDA website]". That will help CDA with rating and it associates members with CDA.</p> <p>Action for all members: Please add: 'member of the CDA' to your signature. A logo is in the making. I.e. "proud member of CDA" and will include a link. LC will send out to all members to copy and paste.</p> <p>Action for all members: Tag CDA when tweeting (no personal opinions). Instructions will be in members' area.</p>
<p>7 Awards Amanda Tabak & Greg Kyle explain the research done into how award events work and present plans for a CDA Awards evening</p>		<p>AT (Amanda Tabak) and GK (Greg Kyle) planning awards ceremony to celebrate and acknowledge CDA work. A small dinner to start with.</p> <p>Categories: AT would like CDA members to suggest categories. Inform AT and GK what kind of work you're doing so CDA know which categories to include.</p> <p>Judging: AT's and GK's plan: first round is members vote. Count up votes and then send to independent panel from industry. CDA needs everyone's support, as no time can be lost to chasing members for votes.</p> <p>JF (Jody Furlong) suggest that only CD's can judge our work. TP suggests anonymous votes among members. AT suggests guidelines for voting. MS (Mark Summers) suggests a new panel each year.</p> <p>PdF suggests we look for sponsor.</p>



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		<p>Action: Call for volunteers to help with setting up awards. MS will volunteer. More volunteers needed.</p> <p>Attendees agree that members should pay a ticket price.</p>
8 Any other business		<p><u>Cancelling pencils:</u> FG: Co-ops sometimes cancel pencils late in the day. Is there way of doing it through Spotlight instead of emailing lots of people? (Issue raised with Spotlight in agenda point 9 (see below)).</p> <p>Email replies: Action for all members: Please read CDA emails and reply to correct person. Do not reply to all - it clogs up our emails.</p> <p>Tourist Visa issue: FG asked to cast people going to Russia and South Africa on tourist visa. Some model agents are fine with it, some are not - their clients could get arrested. BM mentions rules are now very strict.</p>
9 Pippa Harrison from Spotlight joins at 8.15		<p>Pippa and Laura from Spotlight join meeting.</p>
Lifetime membership		<p>Spotlight want to work with CDA to promote good casting practice in the future.</p> <p>Spotlight lifetime membership options: currently one for CDG and one for top 20% users. Following on from several meetings between TP and SD and Spotlight we are happy to announce that CDA members will get Spotlight lifetime membership for as long as they are members of CDA. Tree has folder from Spotlight for everyone who did not attend AGM – please contact her</p>
Date stamp on photos		<p>3 CDA members don't have membership yet - Spotlight have set it up for those in advance, so those members need to ring up Spotlight.</p> <p>Question about date stamp on photos raised again: Spotlight can ask actors. If they do not give age, they can publish when photo was uploaded.</p>
		<p>Spotlight is looking into automatic prompts. I.e.: “your CV hasn’t been uploaded recently”, “your photo is the same as last year, are you sure you want to reuse that?”</p>



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Actors with personality vs generic photos	<p>MS and JF: Spotlight criteria for taking in actors is odd. CD's want trendy people on there. Spotlight actors photos are all the same. CD's want to see personality.</p> <p>Spotlight: We have duty of care to our CD's - there must be ground rules for what is considered a trained/experienced actor.</p> <p>Spotlight are looking into getting endorsements, so untrained actors can apply easier.</p>
Full body shot	<p>TP asks about full body shot.</p> <p>Spotlight is happy to work with CDA and work out what CDA needs.</p>
social media	<p>Can Spotlight link to actors social media? Spotlight will look into this.</p>
Age range:	<p>Spotlight will look into 10 year range.</p>
Different ethnicity casting	<p>Spotlight are in conversation with Tim Gale/Hamida/Equity so that CD's are protected.</p>
Pencils	<p>Can Spotlight close a job and thereby cancel any unsuccessful pencils? No, Spotlight used to do automatic cancellations, but emails go out to all members and they received lots of complaints about it.</p>
General Board	<p>MS requests a general board (actors coming to London looking for places to go/stay, etc).</p>